

FREDERICK COUNTY HUMAN RELATIONS COMMISSION

CITIZENS SERVICES BUILDING

401 Sagner Ave.

Frederick, MD 21701

Minutes of the August 28, 2018 Meeting

- I. The meeting was held at Winchester Hall, and called to order by Chair Mari Lee. An invitation was extended to stand and recite the Pledge of Allegiance.
- II. The following members were present: Mari Lee, Lisa Clark, David Kaye, Adam Book, Christine Isleib, Roger Sobkowiak, Marguerite Vacca-Kaye, Blair Pettrey, Michael Baran and Francisco Alves. Chief Ed Hargis and Lt. Joe Hayer from FPD were present. HRC applicant Paula Glascoe and visitor Diane Creedon were also present.
- III. The minutes from the July 2018 HRC meeting were reviewed and approved with a motion by Marguerite Vacca-Kaye and a second by Christine Isleib.
- IV. Lt. Joe Hayer described the FPD recruitment and hiring practices that were involved in the creation of the 2017 Annual Analysis Recruitment Plan and Agency Demographics report, and explained how applicants are recruited and selected for employment. Lt. Hayer said that FPD intends to invite the HRC to participate in filming a new recruitment video.
- V. Officer and Committee Reports
 - a. Executive Committee

Mari Lee gave a brief overview of the Executive Committee meeting.
Lisa Clark reported that the funds available to the HRC are \$4,769.00
 - b. Standing Committees

CRC – Part 2 of the forums on race will be presented tomorrow at Winchester Hall. Janet Harding will again be the moderator.

GRC – Members met recently with Wayne Howard, the County Human Resources Division Director. He will come to an upcoming HRC meeting and discuss what is being done to increase diversity in the County's workforce.

December 10 has been set for the HRC Human Rights Day lunch.

Members recently attended a meeting of the Board of Education where the HRC's letters about discrimination were mentioned. A proposal was made to create a Minority Affairs Committee, but further discussion by the Board will be necessary. Adam Book spoke at this meeting.

IRC – Efforts have begun to review the HRC by-laws, and to prepare a new strategic plan.

- VI. HRC members attended a recent NAC meeting that was held at an outdoor pavilion at Whittier. There was good interaction with those present.
- VII. Several HRC members attended National Night Out activities at various locations on August 7. Things generally went well until it started to rain.
- VIII. David Kaye announced that he has submitted a letter of resignation from the HRC.
- IX. Members who chose to do so made brief final comments.
- X. The meeting was adjourned.